**Al-Farabi Kazakh National University Autumn semester 2020-2021**

Content of Lectures on discipline **“Training and Development of Personnel”** for 2-st Year Mastership Students Studying by Specialty “Personality and Organizational Psychology

**Thematic block \*\* I – Training as a Form of Special Education**

Lecture 1 Research issues of effective personnel training and development

Lecture 2 Historical background of personnel training and development

Lecture 3  Aims of implementing training programs developed for employees

**Thematic block \*\* II – Main Activities of Personnel Training and Development**

Lecture 4  Three main activities of personnel training and development: training, education, and development

Lecture 5 Evolutionary and behavioural predetermines of training in natural sciences and psychology

Lecture 6 Trainee-focused flexibility and active learning opportunities

Lecture 7 "Stakeholders" in training and development: sponsors, clients, line managers, participants, facilitators and providers

Lecture 8 Projects in the field of personnel training and development: executive and supervisory/management development, new-employee orientation, professional-skills training, technical/job training, customer-service training, sales-and-marketing training, and health-and-safety training

Lecture 9 Economic and social-psychological benefits of integrating training and development into personnel and organizations

Lecture 10 Personnel (a team) from the point of view of social psychology

**Thematic block\*\* III – Main Research Practices in the Personnel Training and Development**

Lecture 11 Evaluation and assessments of personnel through training and development

Lecture 12 Main issues of training and development within diversity of professions and specialties

Lecture 13 Cultural roots and cross-cultural features of personnel training and development in modern conditions

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